United Nations ST/IC/2001/61

Secretariat

10 August 2001

Information circular*

To: Members of the staff

From: The Assistant Secretary-General for Human Resources Management

Subject: **Revised salary scales for staff in the Language Teacher category at Headquarters**

1. As indicated in paragraph 1 of information circular ST/IC/2000/53 of 9 August 2000, the International Civil Service Commission (ICSC), in accordance with article 12 of its statute, undertook a comprehensive survey of the best-prevailing conditions of employment in New York for the purpose of making recommendations to the Secretary-General on salary scales of staff in the General Service and related categories at Headquarters.

2. With regard to the Language Teacher category, the Commission indicated that the list of comparators during the time of the survey was not sufficient. As a consequence, the Commission requested the United Nations to expand the list of comparators and to submit its findings at the next session of ICSC, in spring 2001, for final review and approval. In addition, the Commission decided that the 2.0 per cent cost-of-living adjustment, which was warranted in January 2000, be granted to staff in the Language Teacher category, effective 1 January 2000.

3. I am pleased to announce that the data collection and its analysis have concluded and, based on the recommendation of the Chairman of ICSC, the Secretary-General has decided to promulgate the revised salary scale for staff in the Language Teacher category at Headquarters. The Secretary-General has further decided that the scale should be implemented with effect from 1 May 2000 since salary data collected by the Commission relate to that month.

4. The Commission concluded that the result of the survey for the Language Teacher category warranted a 5.8 per cent increase over current net salaries (1 January 2000). The revised salary scale, effective 1 May 2000, is set out in the annex, section A.

* The present circular, which cancels and supersedes ST/IC/1999/11 and Corr.1 of 28 January and 15 April 1999, respectively, and ST/IC/2000/54 of 16 August 2000, will be in effect until further notice.

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5. With regard to the amounts of dependency allowances, the revised amounts indicated in paragraph 8 of information circular ST/IC/2000/53, effective 1 May 2000, also apply to the Language Teacher category.

6. In addition, the net salaries of staff in the Language Teacher category (effective 1 May 2000) will be adjusted upward by 2.57 per cent, with effect from 1 May 2001, in application of the current procedure for effecting interim adjustments to the salary scales for staff in the General Service and related categories at Headquarters, as announced in ST/IC/2001/39 dated 31 May 2001. The amount of dependency allowances remains unchanged. The revised salary scale, effective 1 May 2001, is set out in the annex, section B.

7. The implementation of the revised salary scales in the preceding paragraphs will be reflected in payroll at the end of August 2001.

8. Those former staff members in the Language Teacher category who left the service of the United Nations between 1 May 2000 and 31 July 2001 will be eligible to receive the retroactive increases that have resulted from the implementation of the revised salaries upon presentation of a written claim to their former executive offices. Such claims must be made within one year of the date of issuance of the present information circular.

Annex

Revised salary scales for staff in the Language Teacher category at Headquarters

A. Salary scale for staff in the Language Teacher category at Headquarters

(United States dollars)

Effective 1 May 2000

Level		*STEPS*											
		I	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII**
Language Teacher	(Gross)	56 528	58 449	60 396	62 455	64 514	66 574	68 633	70 693	72 752	74 812	76 871	78 930
	(Gross pension)	55 355	57 201	59 046	60 912	62 833	64 753	66 673	68 593	70 514	72 434	74 354	76 275
	(Total net)	43 831	45 252	46 673	48 094	49 515	50 936	52 357	53 778	55 199	56 620	58 041	59 462
	(Net pension)	43 831	45 252	46 673	48 094	49 515	50 936	52 357	53 778	55 199	56 620	58 041	59 462
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Work schedule: the yearly schedule of work consists of three terms of 13 weeks each. There is a summer recess and there are scheduled breaks between terms. Leave taken during the recess and the breaks in excess of the annual leave entitlement provided in the Staff Rules is treated as special leave with pay.

Dependency allowances (US$ net per annum):

Child	1 803
Except for first dependent child of a single, widowed or divorced staff member	3 038
Dependent spouse	3 038
Secondary dependant	1 303

Language allowance: not entitled.

* Long-service step:

The qualifying criteria for in-grade increases to the long-service step are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade;

(b) The staff member's service should have been satisfactory.

Gross:	Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.
Gross pension:	Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.
Net pension:	Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salary.
Total net:	Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.
NPC:	Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.

B. Salary scale for staff in the Language Teacher category at Headquarters

(United States dollars)

Effective 1 May 2001

Level		STEPS											
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII*
Language Teacher	(Gross)	58 047	60 019	62 132	64 245	66 358	68 471	70 584	72 697	74 810	76 923	79 036	81 149
	(Gross pension)	56 778	58 671	60 564	62 478	64 447	66 417	68 387	70 356	72 326	74 296	76 265	78 235
	(Total net)	44 955	46 413	47 871	49 329	50 787	52 245	53 703	55 161	56 619	58 077	59 535	60 993
	(Net pension)	44 955	46 413	47 871	49 329	50 787	52 245	53 703	55 161	56 619	58 077	59 535	60 993
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

Increments: salary increments within the levels shall be awarded annually on the basis of satisfactory service.

Work schedule: the yearly schedule of work consists of three terms of 13 weeks each. There is a summer recess and there are scheduled breaks between terms. Leave taken during the recess and the breaks in excess of the annual leave entitlement provided in the Staff Rules is treated as special leave with pay.

Dependency allowances (US$ net per annum):

Child	1 803
Except for first dependent child of a single, widowed or divorced staff member	3 038
Dependent spouse	3 038
Secondary dependant	1 303

Language allowance: not entitled.

* Long-service step:
The qualifying criteria for in-grade increases to the long-service step are as follows:

(a) The staff member should have had at least 20 years of service within the United Nations common system and 5 years of service at the top regular step of the current grade;

(b) The staff member's service should have been satisfactory.

Gross: Gross salaries have been derived through the application of staff assessment to total net salaries. Gross salaries are established for purposes of separation payments and as the basis for calculating tax reimbursements whenever United Nations salaries are taxed.

Gross pension: Gross pensionable salaries have been derived through application of staff assessment to net pensionable salaries. Gross pensionable is the basis for determining Pension Fund contributions under article 25 of the Regulations of the United Nations Joint Staff Pension Fund and for determining pension benefits.

Net pension: Net pensionable is that part of net salary which is used to derive the gross pensionable salary. Net pensionable salary is the total net salary less the non-pensionable component, i.e., 100 per cent of total net salary.

Total net: Total net remuneration is the sum of the non-pensionable component and the net pensionable salary.

NPC: Non-pensionable component is that part of net salary excluded from application of staff assessment in determination of the gross pensionable salary. The non-pensionable component has been established at 0 per cent.